

~~SECRET~~

5

The Director of Central Intelligence

Washington, D.C. 20505

2 September 1988

The Honorable David L. Boren, Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

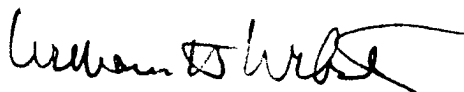
Dear Mr. Chairman:

Attached for your information is the 1 September 1988 Interim Report from the National Academy of Public Administration (NAPA), the second in a series studying the Intelligence Community's civilian personnel management and compensation systems. The Final Report will be transmitted to you on 20 January 1989 in accordance with the Conference Report on the Intelligence Authorization Act for FY 1988.

The second Interim Report centers on workforce issues, examining the impact of changing intelligence requirements on the personnel systems of the various intelligence agencies and discussing staff recruitment, retention, and training. I was particularly interested in the Report's presentation on why the Intelligence Community is unique from other government agencies, and NAPA's assessment of the special requirements to which employees of the intelligence organizations are subject. The NAPA Panel's preliminary findings in this area are encouraging, and we hope that further study will lead to firm conclusions. NAPA has also presented a thoughtful examination of the degree to which judicious use of our special authorities has allowed us to compete for talented personnel in the past, and the degree to which we will be required to use them in the future. Overall, I am encouraged by the work the NAPA Staff and Panel have conducted thus far and look forward to the conclusions and recommendations they will make in the Final Report.

A copy of this Report is also being forwarded to the Chairman, House Permanent Select Committee on Intelligence.

Sincerely yours,



William H. Webster

Enclosure:
NAPA Interim Report

REGRADE TO UNCLASSIFIED
WHEN SEPARATED FROM
ENCLOSURE

~~SECRET~~

STAT